

Procedure:	Consolidation	
Owner of Policy:	Manager, Education	
Department/Program:	Southwest Ontario Regional Base Hospital Program	
Endorsed By:	Director, Southwest Centre for Prehospital Medicine	Endorsement Date: May 2025
Original Effective Date:	June 2018	Date Reviewed: May 2026

PURPOSE

The purpose of this policy is to outline the required procedures related to the consolidation of paramedic practice. Consolidation provides the opportunity for the paramedic to integrate all components of assessment, treatment plans, critical thinking, skills, mentorship, and confidence while providing support from a peer as they transition to independent practice in the clinical setting. After successful completion of the consolidation period, the paramedic may practice independently at the qualified level of their certification and authorization.

POLICY

The Ministry of Health (MOH) Emergency Health Regulatory and Accountability Branch (EHRAB), at times, republishes the [Advanced Life Support Patient Care Standards \(ALS PCS\)](#) with amendments. The [Certification Standard is Section 5 of the ALS PCS, which](#) outlines definitions, processes, and requirements of all parties involved in the certification and authorization of Ontario paramedics. The [ALS PCS Section 5](#) will serve as the policy as it relates to consolidation.

The Regional Medical Director (RMD) shall require consolidation on all new certifications. The RMD or designate may require consolidation with respect to a paramedic's certification where the paramedic is returning to practice, a patient care concern has been identified in respect to the paramedic, or as identified in the paramedic's customized plan for remediation.

PROCEDURE

1. The RMD or designate shall determine the requirements for the consolidation, which includes the presence of another paramedic, the level of qualification of that other paramedic, and the restrictions to the paramedic's practice in relation to the presence of that other paramedic. The RMD or designate, in consultation with the Employer, shall determine the duration for the consolidation. For newly certified and authorized paramedics, including paramedics employed on a part-time or casual basis, the number of hours for consolidation shall be a minimum of 36 hours for a Primary Care Paramedic (PCP) and a minimum of 168 hours for an Advanced Care Paramedic (ACP). The maximum time allowed for a paramedic to complete consolidation without a specified exemption from the RMD or designate is ninety (90) days from the date that full certification is granted. Where the consolidation is related to a patient care concern that has been identified or as part of a customized remediation plan, the number of hours for consolidation shall be determined by the RMD or designate and must be completed as soon as possible. The consolidation period should not exceed ninety (90) consecutive days. Factors considered in these situations may include the length of time away from active clinical patient care, the level of certification and authorization of the paramedic, and/or the gravity of the incident that may have been under review, where a patient care concern has been identified.
2. The Regional Base Hospital Program (RBHP) shall provide notice of consolidation and the requirements thereof in writing to the paramedic and Employer within two (2) business days. Any changes to the consolidation by the RMD or designate shall be communicated to the paramedic and Employer immediately, and any changes to the requirements thereof shall be provided in writing as soon as possible.
3. Paramedics in consolidation may practice to the level of their certification and authorization only when they are partnered with a paramedic of the same or higher level of certification and authorization who also has a minimum of six (6) months of full-time equivalent experience. The partner of the paramedic in consolidation must be fully certified, authorized, and in good standing with the RBHP and cannot have any clinical care concerns under ongoing investigation. The partner's role is to ensure appropriate patient care by providing support to the paramedic in consolidation for the duration of the patient contact. In any rare or unforeseen event, e.g., an MCI, where the paramedic in consolidation is separated from their partner and is required to

attend to a patient, the paramedic in consolidation may practice to the level of their certification and authorization. Following the completion of the call, the paramedic in consolidation must immediately notify the RBHP through the communication process and provide details of the circumstances surrounding this event and the management of the patient in this situation.

4. Extensions to the consolidation period will be granted at the sole discretion of the RMD or designate, taking into consideration events such as, but not limited to: vacation, injury, absences from work, and identified clinical care concern(s). Extensions to the consolidation period are exceptions and not an inherent right. In situations where an extension to consolidation has been granted, the paramedic and the Employer will be notified in writing by the RBHP within two (2) business days of this decision. The notification will include acceptance of the request for the extension and the length of time for this extension. If at any time the paramedic has questions or concerns regarding their consolidation, they may contact the RBHP.
5. The Employer shall submit in writing when the paramedic has completed the required consolidation hours to the Regional Medical Director or designate within three (3) business days of completion of the last scheduled shift of the consolidation period.
6. Where a paramedic is employed with more than one Employer during consolidation, the paramedic will notify all respective Employer(s) and RBHP(s) that they are in consolidation with and will submit their hours completed from each Employer towards their consolidation requirements.
7. The RMD or designate will determine whether or not to remove the condition of consolidation on the certification and authorization of the paramedic. Once the RMD or designate deems that the paramedic has completed the consolidation hours in a clinical patient care setting, the paramedic and the Employer will be notified in writing within three (3) business days of receipt of the documentation outlining that the paramedic can practice independently to the level of their certification and authorization. Should the RMD or designate deem that the Paramedic has not met the requirements of consolidation, the Paramedic and the Employer will be notified in writing outlining the rationale for the decision, required next steps, and the certification and authorization status of the Paramedic within three (3) business days of receiving the documentation from the Employer or Paramedic.

REFERENCES

SWORBHP New Certification – Primary and Advanced Care Paramedic

[Advanced Life Support Patient Care Standards Version 5.4](#)

Emergency Health Services Branch, Ministry of Health

[Ontario Regulation 257/00, Ambulance Act, R.S.O. 1990, c. A. 19](#)